

2016 Completer Survey-Employers

Statewide Results

Total survey respondents: 835

Response rate: 100 %

The Commission is seeking feedback from employers who have hired at least 2 completers from the same institution over the past 3-5 years. The intention is that the individual who has seen the new teachers teach is the person who completes this survey. If you have not seen the individuals teach, please forward the link to this survey to someone who has seen the individuals teach.

The purpose of this survey is not to gather information on the knowledge and skills of the individual completers, but to gather information about the strengths and weaknesses of the preparation program. This information, along with information from program completers, current candidates, master teachers and others, will be used as part of the institution's accreditation process.

Please complete this survey for 1 institution from which you have hired at least 2 preliminary credentialed teachers within the past 3-5 years. If you have hired new teachers from more than 1 institution, you may complete a separate survey for each additional institution(s).

1. What is your current position

	835	100.0%
DNR	0	0.0%
Principal	557	66.7%
Vice/Assistant Principal	12	1.4%
Department Chair or Program Manager	8	1.0%
Lead Teacher	0	0.0%
Other (please specify)	258	30.9%

2. What type of school do you currently work at?

	835	100.0%
DNR	0	0.0%
Public (non-charter) school	563	67.4%
Charter School	37	4.4%
Private School	58	6.9%
District Office	120	14.4%
I work at multiple schools	9	1.1%
Other (please specify)	48	5.7%

3. How many new teachers have you hired in the past 5 years

	830	99.4%
DNR	5	0.6%
1 = none	20	2.4%
2 = 1-2	74	8.9%
3 = 3-5	184	22.2%
4 = 6-10	206	24.8%
5 = 11-20	155	18.7%
6 = 21-50	96	11.6%
7 = 51 or more	95	11.4%

4.29 **Mean**

1.55 **SD**

4. Please identify the segment from which you have hired at least 2 new teachers in the past 5 school years

	784	93.9%
DNR	51	6.1%
California State University (CSU)	481	61.4%
University of California (UC)	57	7.3%
Private college or university	189	24.1%
District Intern program	57	7.3%

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Feedback on the Preliminary Preparation Program, organized by CSTP

1. When did you/your school last hire a completer from the identified institution?

	562	67.3%
	DNR 273	32.7%
1 = Within the last year	312	55.5%
2 = 1-2 years ago	177	31.5%
3 = 3-5 years ago	60	10.7%
4 = 6 or more years ago	13	2.3%

1.60 **Mean**
0.77 **SD**

2. How many new teachers from the institution you identified have you hired in the past 5 years?

	561	67.2%
	DNR 274	32.8%
1 = 1	68	12.1%
2 = 2	172	30.7%
3 = 3-5	203	36.2%
4 = 6-10	65	11.6%
5 = 11-15	15	2.7%
6 = 16-20	18	3.2%
7 = more than 20	20	3.6%

2.86 **Mean**
1.36 **SD**

3. Engaging and Supporting all Students in Learning: Compared to other beginning teachers with whom you have worked how well-prepared are program completers to do each of the following as a beginning teacher?

Connect classroom learning to the real world

	561	67.2%
	DNR 274	32.8%
1 = Not at all	1	0.2%
2 = Poorly	19	3.4%
3 = Adequately	182	32.4%
4 = Well	259	46.2%
5 = Very well	100	17.8%

3.78 **Mean**
0.78 **SD**

Engage students in inquiry, problem solving, and reflection to promote their critical thinking

	562	67.3%
	DNR 273	32.7%
1 = Not at all	1	0.2%
2 = Poorly	39	6.9%
3 = Adequately	180	32.0%
4 = Well	227	40.4%
5 = Very well	115	20.5%

3.74 **Mean**
0.87 **SD**

Meet the instructional needs of English learners

	561	67.2%
	DNR 274	32.8%
1 = Not at all	2	0.4%
2 = Poorly	55	9.8%
3 = Adequately	219	39.0%
4 = Well	198	35.3%
5 = Very well	87	15.5%

3.56 **Mean**
0.88 **SD**

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Identify and address special learning needs with appropriate teaching strategies

	560	67.1%
	DNR 275	32.9%
1 = Not at all	2	0.4%
2 = Poorly	70	12.5%
3 = Adequately	197	35.2%
4 = Well	209	37.3%
5 = Very well	82	14.6%

3.53 **Mean**
0.90 **SD**

4. Creating and Maintaining Effective Environments for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Establish and maintain a safe and respectful learning environment for all students

	560	67.1%
	DNR 275	32.9%
1 = Not at all	2	0.4%
2 = Poorly	32	5.7%
3 = Adequately	158	28.2%
4 = Well	223	39.8%
5 = Very well	145	25.9%

3.85 **Mean**
0.88 **SD**

Create a productive learning environment with high expectations for all students

	559	66.9%
	DNR 276	33.1%
1 = Not at all	1	0.2%
2 = Poorly	32	5.7%
3 = Adequately	166	29.7%
4 = Well	221	39.5%
5 = Very well	139	24.9%

3.83 **Mean**
0.87 **SD**

5. Understanding and Organizing Subject Matter for Student Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Use effective instructional strategies to teach specific subject matter and skills

	558	66.8%
	DNR 277	33.2%
1 = Not at all	1	0.2%
2 = Poorly	20	3.6%
3 = Adequately	183	32.8%
4 = Well	238	42.7%
5 = Very well	116	20.8%

3.80 **Mean**
0.81 **SD**

Select, adapt, and develop materials, resources, and technologies to make subject matter accessible to all students

	554	66.3%
	DNR 281	33.7%
1 = Not at all	1	0.2%
2 = Poorly	27	4.9%
3 = Adequately	179	32.3%
4 = Well	231	41.7%
5 = Very well	116	20.9%

3.78 **Mean**
0.84 **SD**

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6. Planning Instruction and Designing Learning Experiences for All Students: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Plan instruction based on students' prior knowledge, academic readiness, language proficiency, cultural background, and individual development			560	67.1%	DNR	275	32.9%
1 =	Not at all		2	0.4%	<div><div>3.65</div><div>0.84</div><div>MeanSD</div></div>		
2 =	Poorly		39	7.0%			
3 =	Adequately		202	36.1%			
4 =	Well		227	40.5%			
5 =	Very well		90	16.1%			

3.65 **Mean**
0.84 **SD**

Plan and adapt instruction that incorporates appropriate strategies, resources and technologies to meet the learning needs of all students		558	66.8%	<div><div>3.69</div><div>0.85</div><div>Mean SD</div></div>
		DNR 277	33.2%	
1 = Not at all	1	0.2%		
2 = Poorly	39	7.0%		
3 = Adequately	192	34.4%		
4 = Well	227	40.7%		
5 = Very well	99	17.7%		

3.69 **Mean**
0.85 **SD**

7. Assessing Students for Learning: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Involve all students in self-assessment, goal setting, and monitoring progress		559	66.9%	<div><div>3.48</div><div>0.86</div><div>Mean</div><div>SD</div></div>
		DNR	276	
1 = Not at all		3	0.5%	
2 = Poorly		59	10.6%	
3 = Adequately		230	41.1%	
4 = Well		198	35.4%	
5 = Very well		69	12.3%	

3.48 **Mean**
0.86 **SD**

Give productive feedback to students to guide their learning		557	66.7%	<div><div>3.57</div><div>0.86</div><div>Mean SD</div></div>
		DNR 278	33.3%	
1 = Not at all	3	0.5%		
2 = Poorly	50	9.0%		
3 = Adequately	211	37.9%		
4 = Well	213	38.2%		
5 = Very well	80	14.4%		

3.57 **Mean**
0.86 **SD**

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8. Developing as a Professional Educator: Compared to other beginning teachers with whom you have worked, how well-prepared are program graduates to do each of the following as a teacher?

Evaluate the effects of actions on student learning and modify plans accordingly

	561	67.2%
	DNR 274	32.8%
1 = Not at all	2	0.4%
2 = Poorly	46	8.2%
3 = Adequately	211	37.6%
4 = Well	210	37.4%
5 = Very well	92	16.4%

3.61 **Mean**
0.87 **SD**

Work with colleagues to improve instruction

	557	66.7%
	DNR 278	33.3%
1 = Not at all	0	0.0%
2 = Poorly	21	3.8%
3 = Adequately	139	25.0%
4 = Well	232	41.7%
5 = Very well	165	29.6%

3.97 **Mean**
0.83 **SD**

9. Overall, how well-prepared do you think this program's completers are as teachers

	560	67.1%
	DNR 275	32.9%
1 = Not at all	1	0.2%
2 = Poorly	31	5.5%
3 = Adequately	160	28.6%
4 = Well	200	35.8%
5 = Very well	167	29.9%
Don't know *	1	—

3.90 **Mean**
0.90 **SD**

* Responses of "Don't Know" or variations on "N/A" are excluded from the percentage calculations.